## GENERAL SECRETARIAT.

**Revision of the scale of pay of the Establishment of the Revenue Department.**

READ—

Government Order No. R. 4933-43—L. R. 105-28-38, dated 14th December 1928, appointing a Committee to go into the question of the revision of the pay of the establishment of the Revenue Department.

2. Correspondence ending with letter No. C. 2501—28-29, dated 20th—25th February 1929, from the Revenue Commissioner in Mysore, submitting the proposals of the Committee.

ORDER NO. R. 1305-14—L. R. 105-28-104, DATED 10TH—13TH AUGUST 1929.

The question of revising suitably to altered conditions the different scales of pay of the establishment of the Revenue Department has been under the consideration of Government for some time past. A Committee consisting of the Revenue Commissioner as Chairman, the Inspector of Office Systems and the Deputy Commissioner, Bangalore, as members with one of the Office Assistants to the Revenue Commissioner as Secretary, was appointed to go into the question and submit proposals.

2. The following were the terms of reference to the Committee:—

(1) The revision of the scales of pay of the establishment in Revenue Offices and the provision of a time scale.
(2) The possibility of a reduction of staff.
(3) The improvement of the method of recruitment including the provision for the appointment of probationers in Taluk Offices particularly; and
(4) The employment of a reserve staff of officials in Public Offices.

3. On previous occasions revisions had been made only in respect of particular branches of Revenue Offices. The revision in 1907 affected Sub-Division Offices only, that in 1913 District Offices alone, that in 1918 Taluk Offices in particular, and that in 1922 District Treasuries solely. The existing scales of pay which were sanctioned several years ago have become inadequate. With a view to improve the efficiency of work in the Revenue Offices, and also to attract a better class of recruits with higher qualifications, it has been found necessary to grant a suitable enhancement of pay to the officials and also to provide a time scale to ensure an even flow of promotion thus preventing stagnation. Under the above conditions a reduction in the strength of offices will be possible.

4. The proposals of the Committee are briefly summarised below:—

(1) The minimum pay of an official in Revenue Offices should be Rs. 25.
(2) The grades of officials in the several offices should be uniform so that there may be an interchange of officials from one office to another when necessary.
(3) A reduction of hands in District Offices by 15 and by 85 in Taluk Offices inclusive of the abolition of the post of Head Munshis in Taluk Offices.
(4) The minimum qualification for the lowest grade appointment should be a pass in the S. S. L. C. Examination.
(5) Direct recruitment should be confined to the last two grades excepting the posts of Head Clerks of Sub-Division Offices and Taluk Offices.
(6) The horse allowance of the Revenue Inspectors should be increased from Rs. 10 to Rs. 15.
(7) The minimum pay of menials in all Revenue Offices may be fixed at Rs. 11 and of Duffedars in Taluk Offices at Rs. 13 and in Sub-Division Offices at Rs. 14.
(8) The number of menials may be reduced by 100, 30 by the abolition of 15 Hoblies and 70 more at the rate of one each per Taluk Office.

5. As regards the grant of an increased scale of pay the Committee's proposals are as follows :—

DISTRICT OFFICE.

| | Rs. |
|---|---|
| District Sheristedars .. .. | 150—25/2—200 |
| Head Clerks .. .. | 90—5—120. |
| Heads of Sections .. .. | 60—4—80. |
| Clerks (i) .. .. | 50—2—60. |
| (ii) .. ... | 45—2½—50. |
| (iii) .. .. | 25—1—30—1½—45. |

DISTRICT TREASURY.

| | | |
|---|---|---|
| District Treasurer .. .. | 80—4—100. | The Mysore and Shimoga District Treasurers to be paid a duty allowance of Rs. 20 per mensem in addition. |
| Senior Shroffs ... .. | 30—1½—45. | |
| Junior .. .. | 25—1—35. | |
| Head Accountants ... .. | 60—4—80 | The District Treasury Head Accountant, Mysore, to be given a duty allowance of Rs. 10 per mensem in addition. |
| Deputy Accountants :— | | |
| Senior .. .. | 50—2—60. | |
| Junior .. .. | 45—2½—50. | |
| Assistant Accountants .. | 25—1—30—1½—45. | |
| Gollars .. .. | 12—1—18. | |

SUB-DIVISION OFFICE.

| | |
|---|---|
| Head Clerks ... .. | 50—2—60. |
| Other Clerks .. .. | 25—1—30—1½—45. |

TALUK OFFICE.

| | |
|---|---|
| Taluk Sheristedar ... .. | 60—4—80. |
| Head Clerks .. .. | 45—2½—50. |
| Clerks .. .. | 25—1—30—1½—45. |
| Shroffs .. .. | 25—1—35. |
| Gollars .. .. | 11—½—15. |

6. Having regard to the state of the finances, Government consider that the re-organisation of the Land Revenue Establishment has to be taken up in easy stages, and that for the present a graded scale of pay may be sanctioned only in respect of officials whose pay does not exceed Rs. 50, reserving to a future occasion the revision of the pay of officials on a pay exceeding Rs. 50 per mensem, and also the consideration of the questions of granting increased horse allowance to Revenue Inspectors and the entertainment of a reserve staff.

7. With a view to minimise the extra cost, Government consider that instead of a time scale of Rs. 25—1—30 (efficiency bar) 1½—45 and of 45—2½—50 as proposed by the Committee for the last two classes of clerks, slightly lower grades, *viz.*, 25—1—30 (efficiency bar) 1—40 and 40—2—50 respectively might be adopted. Government approve of the reduction of 15 hands in the District Offices, and of 85 hands in Taluk Offices as proposed by the Committee (*vide* Statement No. 1 appended to this order) and of the revised scales of pay as stated above. The Revenue Commissioner is requested to absorb suitably the persons who are thrown out of employment in giving effect to this order.

8. As regards the menial establishment the Committee have recommended a minimum pay of Rs. 11 for a peon and an incremental scale of pay of Rs. 11—½—15 to Taluk Office Gollars and 12—1—18 to District Treasury Gollars. Relief to Treasury Gollars is long overdue. Government are accordingly pleased to sanction the increased scale of pay to Gollars, and to direct that the question of increasing the pay of the other menial staff be postponed for the present.

9. The proposals sanctioned above involve an extra cost of Rs. 44,219 per annum against the Committee's estimate of Rs. 1,06,000. A statement (No. 2) showing the existing and the sanctioned scale of establishment is appended to this order. The revised scale of pay will have effect from 1st October 1929. The extra cost during the current year will be met out of the provision of Rs. 15,000 made for the purpose in the budget of the Revenue Department.

10. As regards the question of recruitment and qualifications to be prescribed, the Committee's recommendations are as follows:—

(1) There should be one unit officer for the whole District, *viz.*, the Deputy Commissioner, the appointments of the District Sheristedars and of the Head Clerks being made as at present by the Revenue Commissioner.

(2) The minimum qualification for the lowest grade appointment should be a pass in the S. S. L. C. Examination.

(3) Every new official should be on probation for one year and before confirmation he should pass the Revenue Lower and the Clerkship examination consisting of the following subjects:—

(i) Office Procedure and Practice.
(ii) Writing up of petitions or reports and dictation in Kannada.
(iii) Transcribing a Kannada manuscript.
(iv) Translation from Kannada into English and English into Kannada.

(4) There should be efficiency bar at Rs. 30.

(5) The minimum qualification for all higher grades in case of direct recruitment, should be a degree of a recognised University.

(6) In cases where graduates or persons who have passed the Intermediate Examination are entertained in the lowest grade, the Revenue Commissioner is to be authorised to start them on a suitable intermediate pay in the grade.

(7) No official should be confirmed in the several posts unless he passes the prescribed departmental examinations.

(*a*) For the District Treasury staff excluding the Shroffs, a pass in the Accounts Higher Examination should be insisted upon.

(*b*) For the Heads of sections in District Offices a pass in the Revenue or Criminal Higher and Accounts Lower should be made compulsory in addition to the other examinations prescribed in the existing rules.

(8) Direct recruitment is to be confined to the last two grades excepting the posts of Head Clerks of Sub-Division Offices and Taluk Offices. The Taluk Office Head Clerk's place is to be treated as a selection grade for promotion to clerks in the lower grade.

(9) Officials who are already in service are to be started on the substantive pay they are getting at the time. Increments are not to be given to them in the new scale until they satisfy the conditions prescribed.

(10) Officials who have put in not less than ten years' approved service or are above the age of 45 years may be given exemption in necessary cases by the appointing officers.

11. Government consider that all these proposals are suitable and are accordingly pleased to approve of the same.

B. NARAYANASWAMI IYENGAR,
Offg. *General Secretary to Government.*

## STATEMENT I.

Showing the details of clerks retrenched in the several offices.

| District | Number of hands retrenched in District Office | Number of hands retrenched in Taluk Offices | Remarks |
|---|---|---|---|
| 1. Bangalore .. | 2 | 10 | (at the rate of one clerk in each Taluk Office) |
| 2. Kolar .. | 2 | 10 | Do |
| 3. Tumkur .. | 2 | 9 | Do |
| 4. Mysore . | 1 | 15 | (*) |
| 5. Hassan .. | 2 | 8 | (†) |
| 6. Shimoga .. | 2 | 8 | (at the rate of one clerk in each Taluk Office) |
| 7. Kadur .. | 2 | 6 | (‡) |
| 8. Chitaldrug .. | 2 | 19 | (§) |
| | 15 | 85 | |

(*) Two clerks in the Taluk Offices of Mysore, Hunsur and Seringapatam. One clerk in each Taluk Office except Krishnarajpete.

(†) At the rate of one clerk in each Taluk Office except Manjarabad in which two hands are retrenched.

(‡) Two hands in Chikmagalur Taluk and two in Kadur Taluk and two in Koppa Taluk.

(§) In Chitaldrug, Davangere and Challakere Taluk Offices at three each and two clerks each in the remaining five Taluk Offices.

## STATEMENT II.

| Existing scale | Number of hands | Scale of pay | Average cost | Total | Cost per month | Sanctioned scale | Number of hands | Scale of pay | Average cost | Total | Extra cost per mensem |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | Rs. |
| A. District Office— | | | | | | A. District Office— | | | | | |
| District Sheristedars .. | 8 | 100—10—150 | 137½ | .. | 1,100 | District Sheristedars .. | 8 | 100—10—150 | 137½ | 1,100 | .. |
| Head Clerks .. | 8 | 87—4—100 | 98 1/20 | .. | 784 2/5 | Head Clerks .. | 8 | 87—4—100 | 98 1/20 | 784 2/5 | .. |
| Heads of Sections .. | 24 | 57—4—77 | 72 | .. | 1,728 | Heads of Sections .. | 24 | 57—4—77 | 72 | 1,728 | .. |
| Clerks 9 (55), 16 (50), 16 (45), 16 (40), 24 (35), 41 (30) and 50 (25). | 172 | .... | .. | .. | 5,975 | Clerks .. | 9 | 55 | 55 | 495 | .. |
| | | | | | | Do .. | 10 | 50 | 50 | 500 | .. |
| | | | | | | Do .. | 38 | 40—2—50 | 47½ | 1,805 | .. |
| | | | | | | Do .. | 100 | 25—1—30—1—40 | 33¾ | 3,375 | .. |
| Total .. | 212 | .... | .. | .. | 9,587⅔ | | | | | | |
| | | | | | | (Reduction of 15 hands) .. | 197 | .... | .. | 9,787⅔ | 200 |
| B. Sub-Division Office— | | | | | | B. Sub-Division Office— | | | | | |
| Head Clerks .. | 18 | 55 | 55 | .. | 990 | Head Clerks .. | 18 | 55 | | 990 | .. |
| Clerks 1 (45), 20 (40), 1 (35), 3 (30), 23 (25) and 9 (20). | 57 | .... | .. | .. | 1,725 | Clerks .. | 57 | 25—1—30—1—40 P. A. 5 | 55 33¾ 5 | 1,923¾ 5 | .. .. |
| Total .. | 75 | .... | .. | .. | 2,715 | | | | | | |
| | | | | | | Total ... | 75 | .... | .. | 2,918¾ | 203¾ |
| C. Taluk Office— | | | | | | | | | | | |
| Sheristedars 16 (77), 24 (67), 30 (55). | 70 | .... | .. | .. | 4,490 | | | | | | |
| Head Gumastas .. | 70 | 40 | 40 | .. | 2,800 | | | | | | |
| Head Munshis .. | 71 | 35 | 35 | .. | 2,485 | | | | | | |
| Gumastas Record Keepers Munshis, etc., 7 (30—1—35), 238 (30), 145 (25—1—30), 355 (25), 6 (20—1—25), 2 (20), 6 (17—1—20), | 759 | .... | .. | .. | 20,719⅘ | C. Taluk Office— Sheristedars 16 (77), 24 (67), 30 (55). | 70 | .... | .. | 4,490 | .. |
| | | | | | | Head Clerks (Gumastas) .. | 70 | 40—2—50 | 47½ | 3,325 | .. |
| | | | | | | Clerks .. | 745 | 25—1—30—1—40 | 33¾ | 25,143¾ | .. |
| | | | | | | Shroffs .. | 70 | 25—1—35 | 31⅔ | 2,216⅔ | .. |
| | | | | | | Do .. | 2 | 20 | 20 | 40 | .. |
| Shroffs .. | 70 | 30 | .. | .. | 2,100 | | | | | | |
| | 2 | 20 | .. | .. | 40 | | | | | | |
| | | | | | | (85 hands reduced) .. | 957 | .... | .. | 35,215½ | 2,580⅚ |
| Total .. | 1,042 | .... | .. | .. | 32,634⅘ | | | | | | |
| Gollars .. | 140 | 11 | 11 | .. | 1,540 | Gollars ... | 140 | 11—½—15 | 13 4/5 | 1,932 | 392 |

STATEMENT II—*concld.*

| Existing scale | Number of hands | Scale of pay | Average cost | Total | Cost per month | Sanctioned scale | Number of hands | Scale of pay | Average cost | Total | Extra cost per mensem |
|---|---|---|---|---|---|---|---|---|---|---|---|
| D. District Treasury — | | Rs. | Rs. | Rs. | Rs. | D. District Treasury. | | Rs. | Rs. | Rs. | Rs. |
| Treasurers 2 (100), 5 (77) | 7 | .... | .. | .. | 585 | Treasurers .. | 7 | 2 (100), 5 (77) | .. | 585 | .. |
| Shroffs 7 (35), 8 (30) .. | 21 | .... | .. | .. | 485 | Shroffs ... | 7 | 30—1—40 | $36\frac{2}{3}$ | $256\frac{2}{3}$ | .. |
| Gumastas 6 (25) .. | .. | .... | .. | .. | 150 | Do .. | 14 | 25—1—35 | $31\frac{1}{3}$ | $443\frac{1}{3}$ | .. |
| Head Accountants 80, 70, 5 (60). | 7 | .... | .. | .. | 450 | Head Accountants .. | 7 | 80, 70, 5 (60) | .. | 450 | .. |
| | | | | | | Deputy Accountants Senior .. | 6 | 50 | .. | 300 | .. |
| Accountants 2 (50), 7 (45), 8 (40), 8 (35), 8 (30), 7 (25). | 40 | .... | .. | .. | 1,430 | Junior .. | 11 | 40—2—50 | $47\frac{1}{2}$ | $522\frac{1}{2}$ | .. |
| | | | | | | Assistant Accountants .. | 23 | 25—1—30—1—40 | $33\frac{3}{4}$ | $776\frac{1}{4}$ | .. |
| Total .. | 75 | .... | .. | .. | 3,100 | Total ... | 75 | .... | .. | $3,333\frac{3}{4}$ | $233\frac{3}{4}$ |
| Gollars .. | 17 | 12 | 12 | .. | 204 | Gollars .. | 17 | 12—1—18 | $16\frac{2}{5}$ | $278\frac{4}{5}$ | $740\frac{4}{5}$ |

| Total extra cost per month. | | Rs. |
|---|---|---|
| District Office | .. .. | 200 |
| Sub-Division Office | .. .. | $203\frac{3}{4}$ |
| Taluk Office | .. .. | $2,580\frac{37}{60}$ |
| District Treasury | .. .. | $233\frac{3}{4}$ |
| Total for Ministerial Staff | .. | $3,218\frac{7}{60}$ |
| Gollars, Taluk Office | .. | 392 |
| Gollars, District Treasury | .. | $74\frac{4}{5}$ |
| Grand Total | .. | $3,684\frac{11}{12}$ per mensem, |

or Rs. 44,219 per annum.